Command Managed Equal Opportunity (CMEO)

LT Victor Delatorre
(CMEO Officer)

References for Training:
OPNAVINST 5354.1E
CNRCINST 5354.1E
CMEO NETC Course

Equal Opportunity

The right of all persons to participate in, and benefit from, programs and activities for which they are qualified.

Equal Opportunity in the Navy

The face of America is constantly changing.

"Changing face of America means a changing face in the Navy."

Therefore, the 21st Century's military *must manage diversity competently*

Overall results of our last Command Climate Survey:

Overall the command is doing very well as a command when compared to Navy norms.

- Advancement: Our command is doing well.
- Discrimination: Our command is doing well in prevention.
- Grievances/Complaints: Our command is doing well in prevention.
- Sexual Harassment: Our command is doing well in prevention.
- Work Issues/Supervision: Our command is doing well.
- Diversity Issues: Our command is doing well in prevention.
- Extremist/Hate: Our command is doing well in prevention.
- Retention: Our command is doing well.
- Discipline: Our command is doing well.
- Fraternization: Our command is doing well in prevention.
- Equal Opportunity Training: Our command is doing well.
- Sexual Harassment Training: Our command is doing well.
- The survey included **11 open-ended questions** that were formulated by CAT Members, as well as our command leadership and are considered very specific with regard to the needs of Command personnel.

Next Command Climate Assessment

- 12 Jan 2007 – 30 Jan 2007
- For All Hands at NRD San Francisco
- Logon to **http://www.deocs.net/user/login/login.cfm**
- **Please answer your survey <u>truthfully/fully</u> to voice your concerns.**

FY 06 EO Incidents – Most are resolved and take time.

- Informal Complaints: 15 Cases
- Formal Complaints: 9 Cases
- This is why EO is very important to prevent SH, Fraternization, discrimination, and other issues.
- Please pay attention.

What is diversity?

- Growing up, developing, and becoming knowledgeable **Navy Professionals** & Team-players by learning from different **cultures and backgrounds**.

- We can do it through **Teamwork**.

Command Managed Equal Opportunity (CMEO) Program

- Purpose is to **re-emphasize** the chain of command as the **avenue** for identifying and resolving command EO issues
- Intended to be one of the Commanders' **tools** for the prevention of unprofessional behavior and for ensuring EO goals are obtained

Command Success with EO

- We must **discover** and **adapt** to each others **cultures** in order to survive and be successful.
- Use of **Chain of Command** is important!
- STABILITY through teamwork following 5 priorities:
  - Learn to do well individual's responsibility
  - Seek Judgment
  - Help those who are in need
  - Account for those who do not seek judgment
  - Plead for those not part of the team

Chain of Command (COC): Communication and accountability

- In our Standard Organization and Regulation Manual of the U.S. Navy (SORM).

- We have certain positions to include CO, XO, DIR, DEPT HEAD, DIVO, LCPO, and LPO etc. To have a ***successful Command*** and Department, each position must be utilized to it's fullest and communication must hold the ***respect and confidence*** of the public.

- Each member must use their COC! The COC provides two very important things--they are ***accountability*** and ***support***. Always inform your Chain of Command so that we can provide you some support.

Command Leadership = Command Elements

- CO – Is the **Convening Authority** and must hold the respect and confidence of command members.
- XO – Is the **Chief Operating Officer** and must carry out CO's objectives.
- CMC – Is the **Senior Enlisted advocate** and mentor.
- Dept Head's – Carry out CO/XO/CMC mission as directed.
- CMEO – Advisor to CO/XO/CMC and **Command Advocate** for EO issues and improves climate and communication.
- Legal Officer – Action Officer and Advocate for the command.

Performance of duty, Personal Conduct, and Insubordination

- **Performance of Duty**: Members will help the Department run in a more efficient and structured manner. The staff will accomplish the mission. We simply teach them the job, give them some guidance and oversight, and let them get us there.

- **Conduct toward the public**: All staff shall conduct themselves in a professional manner while on duty. Be courteous and orderly in all dealings with the public. Duties shall be done quietly, without harsh, violent, profane, or insolent language and always control each other's behavior. Staff members will also not take any rudeness from the public.

- **Performance of duty**: All staff shall perform their duties as directed and required by the COC. All duties required by competent COC and authority shall be performed promptly as directed.

- **Insubordination**: A failure or deliberate refusal of any staff member to obey a lawful order given by any officer or supervisor shall be considered insubordination. Ridiculing any officer/supervisor his/her orders, whether in or out of his/her presence is also insubordination. Also, do not question an order given by your authority! All orders must be not be illegal. This will not be tolerated as to maintain a command climate!

- **Personnel Conduct**: All staff shall treat all officers, subordinates, and associates with respect. Be courteous and civil at all times and specifically in public, officers shall be referred to as Sir, Ma'am, or their rank.

- **Work Environment**: Harassment and intimidation will not be tolerated!

CMEO Objective

- **To promote positive command morale and quality of life.**

- **CMEO provides an environment in which all personnel can perform to their maximum ability, unimpeded by institutional, or individual biases based on:**
  - **Race**
  - **Ethnicity**
  - **National origin**
  - **Sex**
  - **Religious Stereotypes**

Who says what's right?

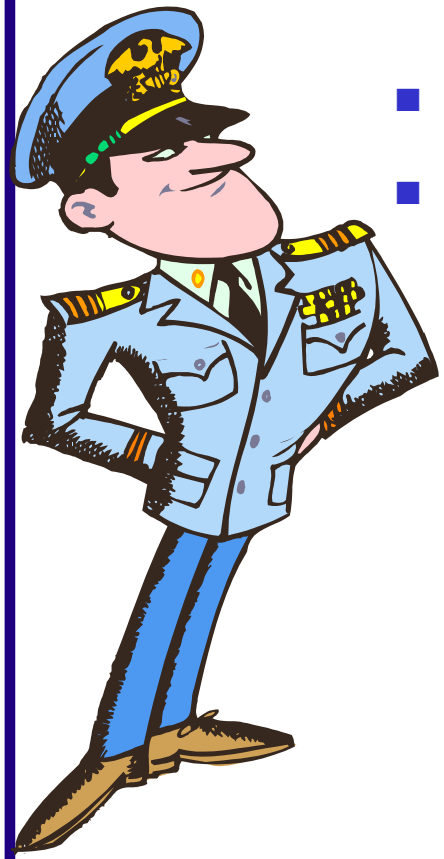
Several bases for ethical decision making that all attempt to best achieve "human good" include:

- Utilitarian. (Seeks to achieve the greatest good for the greatest number).
  - Ex: Our progressive tax system is utilitarian in that relatively many low-income citizens benefit from the tax revenue of very few extremely wealthy citizens.
- Proportional. (Seeks to serve all equitably).
  - Ex. Equal Employment Opportunity laws
- Justice. (Protects the weaker as well as the strong members of society).
  - Ex. Criminal justice system (the right to counsel, even if you can't afford it)
- Rights. (Theory of legal and moral rights).
  - Ex. Censorship is considered ethically wrong since we have a legal right to freedom of speech.
- Virtue. (Honesty, fairness, and benevolence).
  - Whistleblower protections are based in part on virtue (as well as in Justice).
- Doctrine. (Submits individual judgment to scrutiny against a higher authority).
  - Ex. Religious practitioners may view actions against the teachings of scripture

Why do we have rules and regulations?

- To maintain **good order and discipline**
- Above all to accomplish our mission the most **efficient** and **economical way** possible

Code of Ethics



- Originally passed July 11, 1958
- Modified and passed as Executive Order 12731
- Office of Government Ethics (OGE) established in 1978
  - Originally with OPM
  - Separate agency effective FY90

Presidents Principles of Ethical Conduct for Government Officers and Employees

- Federal codes of ethics have existed for about 50 years, the most recent version signed by President George Bush (41) Executive Order 12731 on October 17, 1990 is provided below.
  - Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
  - Public service is a public trust, requiring employees to place loyalty to the constitution, the laws, and ethical principles above private gain.
  - Employees shall not hold financial interests that conflict with the conscientious performance of duty.
  - Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.
  - An employee shall not, except pursuant to such reasonable exceptions as are provided by regulation, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or on performance of the employee's duties.
  - Employees shall put forth honest effort in the performance of their duties.
  - Employees shall make no unauthorized commitments or promises of any kind purporting to bind the Government.

Principles of Ethical Conduct

- **Employees shall not use public office for private gain.**
- **Employees shall act impartially and not give preferential treatment to any private organization or individual.**
- **Employees shall protect and conserve Federal property and shall not use it for other than authorized activities.**
- **Employees shall not engage in outside employment or activities, including seeking or negotiating for employment that conflict with official Government duties and responsibilities.**
- **Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.**
- **Employees shall satisfy in good faith their obligations as citizens, including all just financial obligations, especially those -- such as Federal, State, or local taxes -- that are imposed by law.**
- **Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards promulgated pursuant to this order.**

AUTHORIZED ETHICAL CONDUCT

Ask yourself the following questions when making an ethical decision:

-Does it not adversely affect performance of official duties?

-Is it of reasonable duration and frequency?

-Serves a legitimate public interest?

-Does it not reflect adversely on DoD?

-Does it create no significant additional cost to DoD?

WHAT IS REASONABLE EXPECTATION OF PRIVACY relating to EO?

An area in which an individual has an inherent right to be free from governmental interference or harassment.

Expectation of Privacy

YES	NO
PERSON PROPERTY	GOVT
PVT VEHICLE	PUBLIC WORK SPACES
PERSONAL AREAS	COMMON AREAS
LOCKERS	ABANDONED AREAS
BRIEFCASE	OPENLY DISPLAYED
BARRACK ROOM	
INDIVIDUAL OFFICE SPACES	

Sexual Harassment is behavior that:

- Is unwelcome
- Is sexual in nature
- Occurs in or have an impact on the work environment

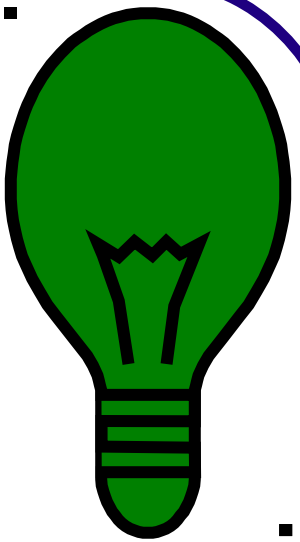
Sexual Harassment Terms

- Sexual discrimination
  - Prejudice to a certain gender.
- Sexual politics
- Reasonable person standard (RPS)
  - An objective test used to determine if behavior meets the legal test for sexual harassment.
- Work environment
  - Must maintain professional conduct on and off duty as Military members are on duty 24 hours a day.
- Reprisal
  - Taking or threatening to take an unfavorable/favorable personnel action against a member for participating in the EEO or EO appeal process.

Zones of Sexual Harassment

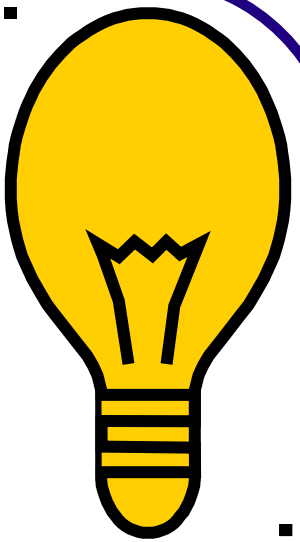
- Zones can be used to classify behavior in terms of sexual harassment.
- Think of behavior in terms of traffic lights.
  - Green
  - Yellow
  - Red

Green-Zone Behavior



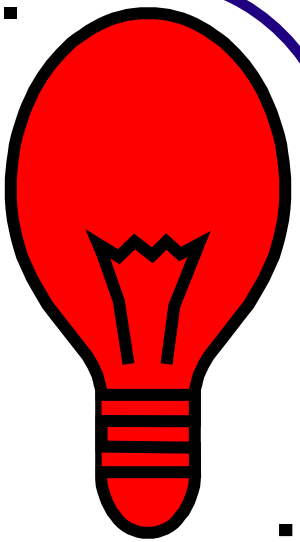
- Performance counseling
- Touching that could not be perceived in a sexual way
- Counseling on military appearance
- Showing concern, or encouragement, giving a polite compliment, or having friendly conversation
- Flirting or joking, telling someone they look nice, and even asking someone out as long as it is not done to offend, isolate, exclude, demean, or intimidate

Yellow-Zone Behavior



- Violating personal “space” or initiating suggestive touching
- Whistling
- Making lewd or sexually suggestive comments
- Asking questions about personal life
- Posting posters/calendars, making jokes, using foul language
- Leering, staring
- Making repeated requests for dates, sending unwanted letters or poems
- Making personal physical adjustments that may be interpreted as inappropriate sexual gestures

Red-Zone Behavior



- Giving or getting employment rewards in return for sexual favors
- Making threats if sexual favors are not provided.
- Using status to request dates
- Showing sexually explicit pictures or remarks, and writing obscene letters or comments
- Sexual assault ranging from forcefully grabbing to fondling, forced kissing, rape, etc.

Victim's Responsibility

Red-Light Behavior – Should be reported to the chain of command immediately for investigation when:

- The conduct is clearly criminal in nature
- The objectionable behavior does not stop

Victim's Responsibility II

Yellow-Light Behavior

- Deal directly with the offender
- Ask another person to help resolve the issue
- If the problem cannot be resolved, the victim should report it to the supervisor
- If the harassment comes from the supervisor, report to the next senior person in the chain of command
- If the superior condones or ignores the problem, report it to the next higher senior in the chain of command

Victim's Responsibility III

- Personnel have the right to report a legitimate complaint of sexual harassment without fear of reprisal

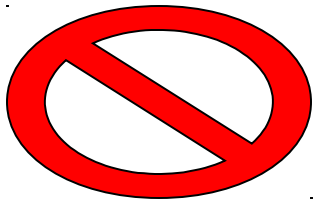
- Submit only **legitimate complaints** of sexual harassment. Persons reporting unfounded incidents may be punished. This would be a false official statement Art 107 UCMJ.

Navy's Policy on Sexual Harassment

Sexual harassment in the Department of the Navy, for both military and civilian personnel, is prohibited.

DOD's Homosexual Policy

- **Policy**
  - **MBR shall be separated from service under regulations prescribed by the SECDEF if one or more of the following findings is made and approved with regulations:**
    - MBR engaged in, attempted to engage in, or solicited another to engage in homosexual act.
    - MBR stated he or she is homosexual or bi-sexual, or words to that effect.
    - MBR married or attempted to marry a person known to be of the same biological sex.
- **Investigations**
  - **Per service regulations.**
- **Harassment and Reprisal**
  - **Service-members should be able to report crimes and harassment free from fear of harm, reprisal, or inappropriate or inadequate government response.**
- **Prohibition of Harassment**
  - **No jokes, epithets, or derogatory comments will be tolerated.**
  - **Command climate shall foster respect for all.**
  - **No Foul language.**



Hazing

Per SECNAVINST 1610.2a is behavior that:

- Is contrary to our Core Values of Honor, Adherence to Core Values by our Sailors and Marines is central to DON's ability to meet its global mission.
- Every Sailor and Marine must ensure that hazing does not occur in any form at any level.
- Every service member has the responsibility to make the appropriate authorities aware of each violation of this policy.
- Is not part of our "time honored traditions" and it has no place in the modern Naval Services.
- Is abusive in nature, prohibited, and will not be tolerated.

Types of Hazing

Hazing can include, but is not limited to:

- Playing abusive or ridiculous tricks; threatening or offering violence or bodily harm to another.
- Striking, branding, taping, tattooing, shaving, greasing, painting.
- Requiring excessive physical exercise beyond what is required to meet standards.
- "Pinning", "tacking on", "blood wings" is prohibited.
- Forcing or requiring the consumption of food, alcohol, drugs, or any other substance.

Hazing is not/does not include:

- Command-authorized or the requisite training to prepare for such missions or operations; administrative corrective measures;

- Extra military instruction (EMI); athletics events, command-authorized physical training, contests or competitions and other similar activities that are authorized by the chain of command.

Navy's Hate Groups Policy

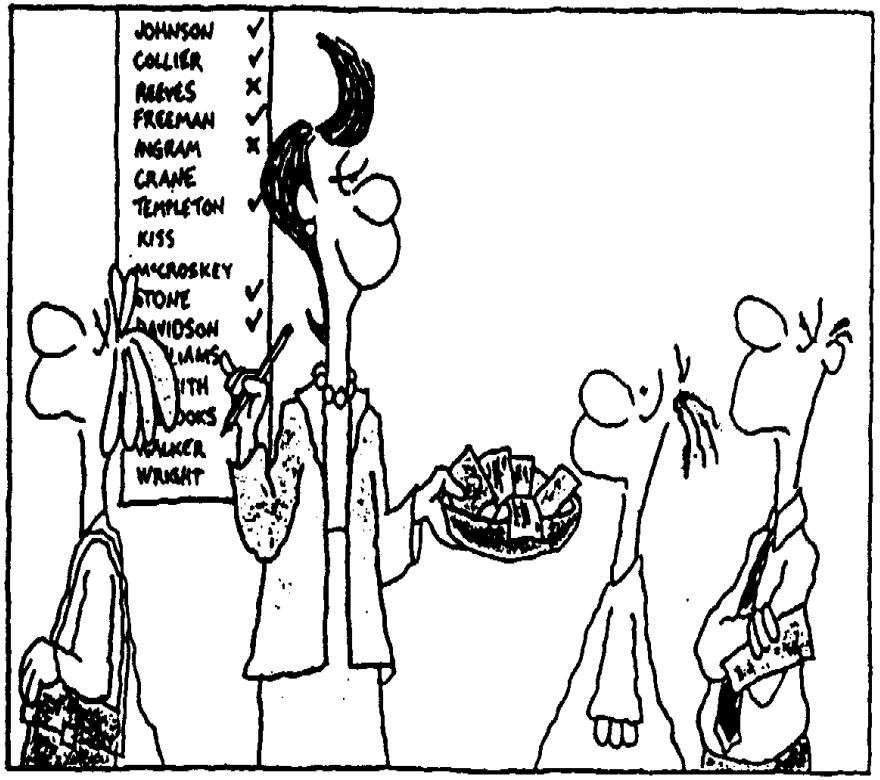
- **Policy**
  - **The DOD shall safeguard the security of the U.S.**
  - **MBR's right of expression should be preserved to the maximum extent possible, consistent with good order and discipline and national security.**
  - **The following extremist activity is prohibited:**
    - **Possession of printed materials**
    - **Off/On-post gathering Places and demonstrations**
    - **Members of Supremacist organizations**
    - **Underground Newspapers**
    - **Supremacist Recruitment**
    - **Fundraising for Supremacist groups**
- **Navy regulations Art 1167**
  - **No person in Naval Service shall participate in any organization that espoused supremacist causes; attempts to create illegal discrimination based on race, creed, color, sex, religion or national origin.**
- **Definition/Characteristics:**
  - **Extremism: taking a political idea to it's limits; intolerance towards a view other than one's own.**
  - **Supremacist: An individual, group, or action embodying the ideological notion of biological, intellectual, genetic, or other inherent superiority of one group over all others.**

Fraternization

- **Definition**
  - **Unduly familiar** personal relationships between seniors and subordinates that are contrary to naval custom because they undermine the respect for authority, which is essential to the Navy's ability to accomplish its military mission.
- **Prohibited relationships**
  - Personal relationships between Officer and Enlisted that are unduly and do not respect differences in rank.
  - Personal relationships between CPOs (E7 to E9) and junior personnel (E1 to E6), assigned to the same command.
  - Personal relationships between instructors and students and recruiters and recruit applicants and prospects.
  - These all bring discredit on the Naval Service.
- **Appropriate Social Interaction between juniors and seniors**
  - CMD sports teams
  - CMD sponsored events
  - CMD volunteer opportunities
  - Activities designated to promote unit cohesions and moral
- **Improper social interaction between juniors and seniors**
  - Dating, intimate or sexual relations
  - Shared living accommodations
  - Commercial solicitations
  - Private business partnerships
  - Gambling
  - Borrowing money
  - According to NAVREGS Art 1111, Officers cannot have any financial dealings with enlisted personnel (borrowing, loaning, accepting deposits, sales of items not advertised to all, or engaged in trade, business of any kind)

Use of Government Position

- **Endorsements**
- **Fundraising**
- **Benefits**
- **Personal Business**



- **Employees shall not use public office for private gain.**
- **Employees shall act impartially and not give preferential treatment to any private organization or individual.**
- **No misuse of Govt position**

Fraternization discussion Points

- **Prohibited relationships** **(bring discredit to Naval Service)**
  - Relationships between Officer and Enlisted
  - Relationships between CPOs (E7 to E9) and junior personnel (E1 to E6)
  - Relationships between instructors and students and recruiters and recruit applicants or prospects.
  - Do not date prospects. Prospects must be treated as applicants and must meet:
    - **Interest** in Navy Programs
    - **Qualified for program** sought
    - Have **Pending Next steps**
- **Appropriate Social Interaction between juniors and seniors**
- **Improper social interaction between juniors and seniors**

GIFTS BETWEEN EMPLOYEES

- **Basic Rule = You shall not:**
  - **Give a gift to a supervisor**
  - **Accept a gift from a junior (unless outside the Chain of command and a bona fide personal relationship exists).**
- **Exceptions = You may accept gifts on certain occasions: (Marriage, retirement, Christmas, Birth of Child, and other ceremonies.)**

EXCEPTIONS TO THE GIFT RULE DO NOT APPLY IF GIFT IS A RESULT OF:

- **BRIBERY or**
- **COERCION FOR GIFT**
- **FREQUENCY – APPEARANCE ISSUE**

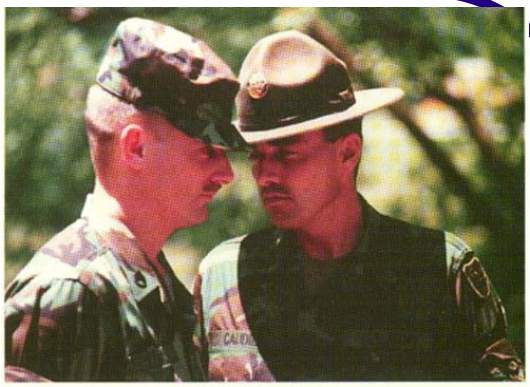
GIFTS

- GIFT = Any item of monetary value
- Non Gifts = Items with a deminimus value
  - (Such as greeting cards; food and refreshments); items you paid for; prizes you won from public drawings/contests.
- EXCEPTIONS TO THE GIFT RULE: Outside sources = $20/occasion; $50/year from one source

Navy Core Values – Need to be followed

Quality Recruiting

Let's talk about **FRICTION/CONFLICT**

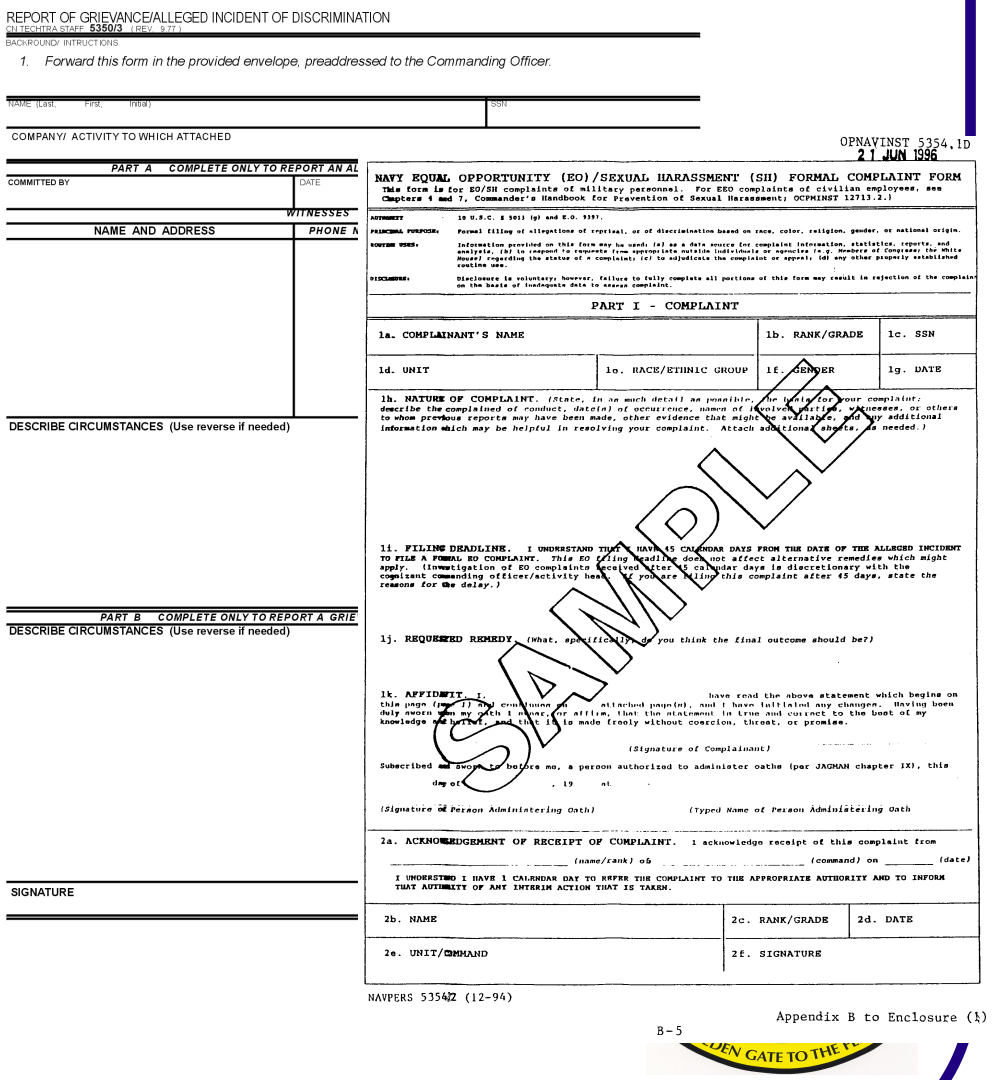


- Friction is a **<u>contentious issue</u>** that all members may deal with due to the nature of our mission in the **military**.
  - How do we resolve friction?
    - Through Informal or Formal Process
    - Our own positive Leadership techniques
    - Positive Attitude
    - Maybe go for a run or exercise
    - Maybe increase/improve our own process/standards

  - Chain of Command needs to be aggressive for mission yet <u>understanding to the needs of recruiters</u>.
  - Recruiters needs to be aggressive for mission yet <u>understanding to the needs of chain of command</u>.

Grievance Procedures

- Informal complaints
- Formal complaints
- Processing complaints



REPORT OF GRIEVANCE/ALLEGED INCIDENT OF DISCRIMINATION
CH-TECHTRA STAFF 5350/3 (REV. 8-77)
BACKROUND/ INTRUCTIONS
1. Forward this form in the provided envelope, preaddressed to the Commanding Officer.

NAME (Last, First, Initial) SSN

COMPANY/ ACTIVITY TO WHICH ATTACHED

PART A COMPLETE ONLY TO REPORT AN AL

COMMITTED BY DATE

WITNESSES

NAME AND ADDRESS PHONE N

DESCRIBE CIRCUMSTANCES (Use reverse if needed)

PART B COMPLETE ONLY TO REPORT A GRIE

DESCRIBE CIRCUMSTANCES (Use reverse if needed)

SIGNATURE

OPNAVINST 5354.1D
21 JUN 1996

NAVY EQUAL OPPORTUNITY (EO)/SEXUAL HARASSMENT (SH) FORMAL COMPLAINT FORM

This form is for EO/SH complaints of military personnel. For EEO complaints of civilian employees, see Chapters 4 and 7, Commander's Handbook for Prevention of Sexual Harassment; OCPMINST 12713.2.)

AUTHORITY: 10 U.S.C. § 5013 (g) and E.O. 9397.

PRINCIPAL PURPOSE: Formal filing of allegations of reprisal, or of discrimination based on race, color, religion, gender, or national origin.

ROUTINE USES: Information provided on this form may be used: (a) as a data source for complaint information, statistics, reports, and analysis; (b) to respond to requests from appropriate outside individuals or agencies (e.g. Members of Congress; the White House) regarding the status of a complaint; (c) to adjudicate the complaint or appeal; (d) any other properly established routine use.

DISCLOSURE: Disclosure is voluntary; however, failure to fully complete all portions of this form may result in rejection of the complaint on the basis of inadequate data to assess complaint.

PART I - COMPLAINT

1a. COMPLAINANT'S NAME		1b. RANK/GRADE	1c. SSN
1d. UNIT	1e. RACE/ETHNIC GROUP	1f. GENDER	1g. DATE

1h. NATURE OF COMPLAINT. (State, in as much detail as possible, the basis for your complaint; describe the complained of conduct, date(s) of occurrence, names of involved parties, witnesses, or others to whom previous reports may have been made, other evidence that might be available, and any additional information which may be helpful in resolving your complaint. Attach additional sheets, as needed.)

1i. FILING DEADLINE. I UNDERSTAND THAT I HAVE 45 CALENDAR DAYS FROM THE DATE OF THE ALLEGED INCIDENT TO FILE A FORMAL EO COMPLAINT. This EO filing deadline does not affect alternative remedies which might apply. (Investigation of EO complaints received after 45 calendar days is discretionary with the complaint commanding officer/activity head.) If you are filing this complaint after 45 days, state the reasons for the delay.)

1j. REQUESTED REMEDY. (What, specifically, do you think the final outcome should be?)

1k. AFFIDAVIT. I, _____, have read the above statement which begins on this page (page 1) and continues on _____ attached page(s), and I have initialed any changes. Having been duly sworn upon my oath I swear, or affirm, that the statement is true and correct to the best of my knowledge and belief, and that it is made freely without coercion, threat, or promise.

(Signature of Complainant)

Subscribed and sworn to before me, a person authorized to administer oaths (per JAGMAN chapter IX), this _____ day of _____, 19__ at _____.

(Signature of Person Administering Oath) (Typed Name of Person Administering Oath

2a. ACKNOWLEDGEMENT OF RECEIPT OF COMPLAINT. I acknowledge receipt of this complaint from _____ (name/rank) of _____ (command) on _____ (date)

I UNDERSTAND I HAVE 1 CALENDAR DAY TO REFER THE COMPLAINT TO THE APPROPRIATE AUTHORITY AND TO INFORM THAT AUTHORITY OF ANY INTERIM ACTION THAT IS TAKEN.

2b. NAME	2c. RANK/GRADE	2d. DATE
2e. UNIT/COMMAND	2f. SIGNATURE	

NAVPERS 5354/2 (12-94)

Appendix B to Enclosure (1)

B-5

SAMPLE

Informal Resolution System (IRS) procedures.

The three options in the IRS to reach a satisfactory resolution are:

***When possible, always attempt to resolve the complaint with the person(s) involved. Resolution of conflict at the lowest level is strongly encouraged using the Informal Resolution System (IRS).**

1. **Direct Approach**
   - Approach the person involved directly

2. **Informal Third Party**
   - Request assistance from another person or shipmate
   - Request to speak with the CMEO Officer, Command Master Chief, or your Chain of Command.
   - Request Commanding Officer's Mast. If the complaint cannot be resolved with the above methods, submit a request in writing to speak with the commanding officer.

3. **Request Training**
   - Request representation of training materials to communicate appropriate behavior.

How do we cope with EO/Recruiting?

- Now a days, Recruiting is challenging
- We need to set goals and push ourselves to the limit to be successful.
- We need to motivate ourselves
- We need to be educated on EO program
- EO if properly followed will improve morale as well as mission accomplishment
- Be average in all areas (Navy, Family, fitness, social life, health, financial, hobbies, etc.)
- Help out your shipmate!
- **Harassment and intimidation will not be tolerated!**

Discussion Points on “Resolving Conflict” and IRS skills:

- **We must first understand then be understood-(What does this mean?).**
- **As adults we need to say stop-(How do we do this?)**
  - **Direct Approach**
  - **Informal Third Party**
  - **Request Training**

Formal Complaint Procedures

(If the resolution of the informal complaint is still considered unsatisfactory, use the formal procedures)

- Navy Equal Opportunity (EO) Formal Complaint (NAVPERS 5354/2)
- Redress of Wrong Committed by a Superior (NAVREGS 1150)* -
- Complaint Against Your Commanding Officer (UCMJ ART 138)*

*Note: Legal assistance should be used when filing an ART 1150 or ART 138.

NRD San Francisco
CMEO Point of Contacts

- CMEO Officer: LT Victor Delatorre
  - Phone: 408-968-8303
- Civilian (EEO): Ms. Rebecca Blue
  - 650-603-9602
- Zone CAT Members

Questions

- When is the next Command Climate Assessment?
- Who will take the next Command Climate Assessment?
- What is the objective of the Equal Opportunity program?
- Who is the CMEO Officer for NRD San Francisco?
- Who are the CMEO Point of Contacts?
- What is the Navy's policy on Sexual Harassment?
- What is green zone behavior?
- What is Yellow zone behavior?
- What is Red Zone behavior?
- What is the Navy's policy on hate groups?

More Questions

- What is the Navy's policy on Fraternization?
- What are the three options in the Informal Resolution System (IRS) Process?
- What are the options in the Formal Complaint Process?
- If I have any questions about Equal Opportunity, who may I contact for assistance?
- What resources do I have regarding Equal Opportunity?

References

- SECNAVINST 5300.26C
- OPNAV 5354.1E
- OPNAV 5800.7
- SECNAVINST 5350.16
- NAVADMIN 033/94 and 291/99
- http://www.bupers.navy.mil/pers00h/
- U.S. Navy Regulations
- Navy Core Values
- Titles 10 US Code 654

Summary

- Prevention of Sexual Harassment
- Equal Opportunity
- Navy's Homosexual Policy
- Navy's policy on Hazing
- Navy policy on Hate Groups
- Grievance Procedures
- Navy Core Values

Any Questions?

- NRD San Francisco EO